

knowing u numbers

A community approach to understanding
the early childhood education workforce

Regional Municipality of Durham





Regional Municipality of Durham

The regional data presented here are part of the larger provincial early childhood education workforce study **Knowing Our Numbers** (KON). The Regional Municipality of Durham is one of 43 regional children's service districts that participated in the study. In total, they represent over 91% of all regions in Ontario. Details on the project, methodology, and province-wide results can be found [here](#). In the **Executive Report**, Durham is part of the 'Central East' data region. Census data provided on the following page allow readers to put the results into the context of regional demographics.

This report should be cited as:

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Regional Municipality of Durham

Population and Family

Population		Average number of children per family	1.8
2021	696,992		
2016	645,862	One-parent families	18.4%
Change since 2016:	+7.9%		
Population density per sq km	276.5	Lone-parent families	
		Women	14.5%
Median age	40.0 years	Men	3.9%
Racialized population	36.3%	Marital status	
Multi-generational households	6.0%	Married or living common-law	58.1%
Immigrant population	27.0%	Not married or living common-law	41.9%
Indigenous identity	2.0%	Married or common-law with children	49.3%
Education		Language most often spoken at home	
No certificate, diploma, or degree	14.0%	English	86.1%
High school diploma or equivalent	29.3%	French	0.5%
Post secondary certificate, diploma or degree	56.6%	Other	9.4%
<i>*15+ years old</i>			
Education obtained outside Canada	12.6%	Home ownership	
<i>*25-64 years old</i>		Owner	78.6%
		Renter	21.4%
		Spending more than 30% on shelter costs	23.4%

**Estimates associated with Indigenous languages are more affected than most by the incomplete enumeration of certain reserves and settlements in the Census of Population.*

Employment and Income

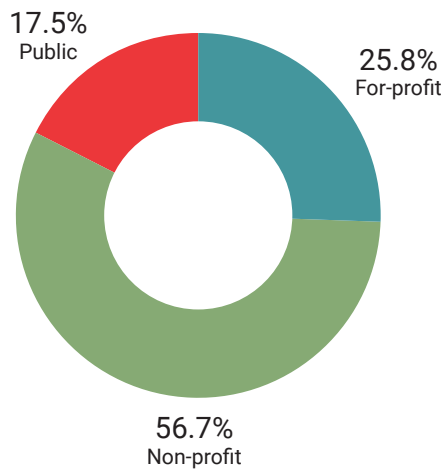
Labour force participation rate		Commuting duration (mins)	Total %	% Men	% Women
Women	61.0%	Less than 15	23.9	19.1	29.7
Men	69.1%	15 to 29	28.8	26.9	31.2
Unemployment rate		30 to 44	20.7	22.3	18.6
Women	13.8%	45 to 59	12.0	14.0	9.6
Men	11.8%	60 minutes and over	14.6	17.7	10.8
Prevalence of low income (LIM)		Income distribution	Total %	% Men	% Women
0-17	8.1%	In bottom half of the distribution	39.6	38.6	40.6
0-5	8.5%	In bottom decile	6.0	6.0	6.1
18-64	5.8%	In second decile	7.1	6.5	7.6
<i>*LIM: Low Income Measure reflects those whose incomes are below half of the median of the adjusted income distribution</i>		In third decile	8.0	7.7	8.3
		In fourth decile	8.8	8.6	8.9
Median employment income	\$40,800	In fifth decile	9.7	9.7	9.7
Median employment income in 2020 for full-year full-time workers	\$71,500	In top half of the distribution	60.4	61.4	59.4
Median total income of household in 2020	\$107,000	In sixth decile	10.4	10.4	10.4
Median after-tax income of household in 2020	\$93,000	In seventh decile	11.4	11.5	11.4
		In eighth decile	12.5	12.7	12.3
		In ninth decile	13.5	13.8	13.2
		In top decile	12.5	13.0	12.0

Reference: <https://www12.statcan.gc.ca/census-recensement/2021/dp-pd/prof/details/page.cfm?Lang=E&SearchText=durham&GENDERlist=1,2,3&STATISTIClist=1,4&DGUIDlist=2021A00033518&HEADERlist=0>

Sample Characteristics

A total of 97 individuals working in early years services in the Regional Municipality of Durham responded to the survey (referred to as the 'workforce survey'). Of these, 83.5% are RECEs and 16.5% are non-RECEs (referred as the 'workforce'). More than half of respondents are from non-profit programs (56.7%). Just over a quarter (25.8%) are from for-profit centres. Additionally, 22 directors responded to the survey. As the number of respondents who are licensed home child care providers in Durham is low (n=1), data are not presented here; these data are included in the [Executive Report](#).

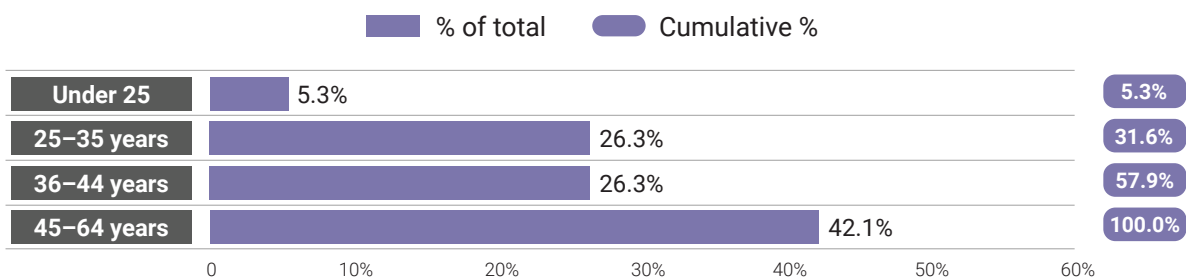
Percentage Respondents by Auspice
Workforce



AGE

Approximately 58% of *workforce* respondents are under the age of 45. In contrast, about 55% of director/supervisor respondents in Durham are over the age of 45 years. (Data not shown).

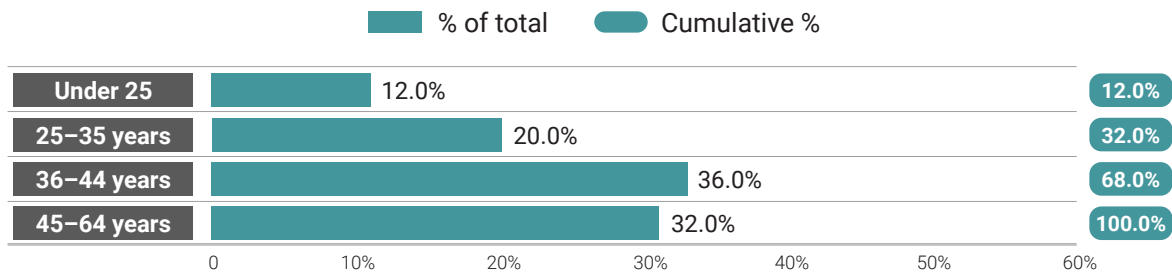
Age Distribution of Respondents *Workforce*



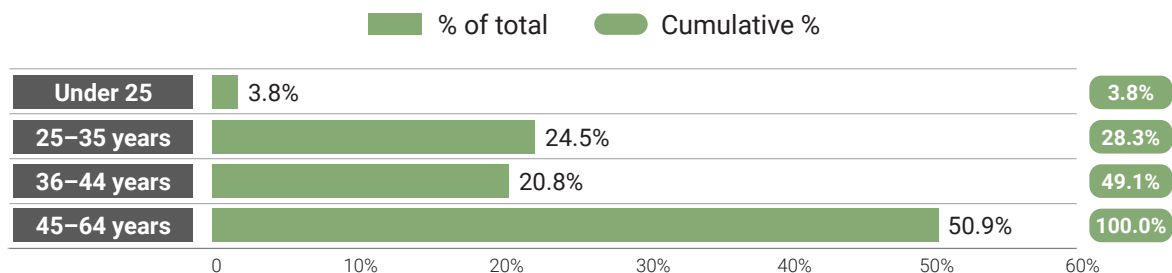
Respondents working in for-profit and public organizations are more likely to be younger. Approximately 68% and 71% of *workforce* participants from for-profit and public programs respectively are under the age of 45 years. By comparison, 49.1% of respondents from non-profit programs are under the age of 45 years.

Age Distribution by Auspice *Workforce*

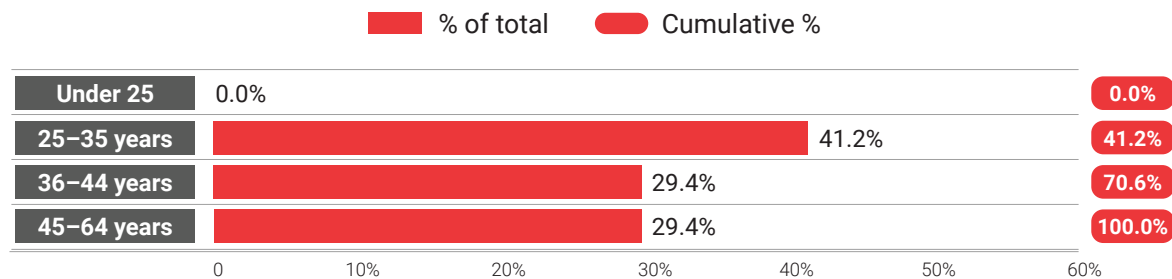
For-Profit



Non-Profit



Public



YEARS OF EXPERIENCE

Participants who work in for-profit programs have the fewest years of experience. In contrast, public programs tend to have more experienced educators.

Years of Experience by Auspice
Workforce

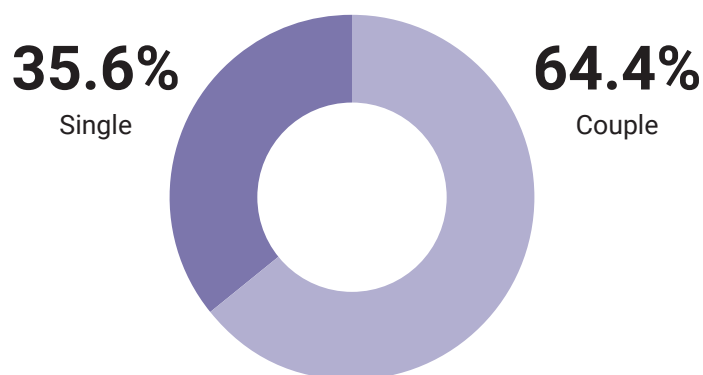
Auspice	Mean	Minimum	25th percentile	Median	75th percentile	Maximum
For-profit	12.7	0.0	4.0	7.0	20.0	34.0
Non-profit	15.3	0.0	5.0	13.0	24.0	40.0
Public	18.8	5.0	11.0	18.0	23.0	37.0

All 22 directors/supervisors who responded to the survey reported RECE status compared to 94.7% across all 43 participating regions. All those who responded have been registered with the College of Early Childhood Educators for less than 5 years.

FAMILY STATUS

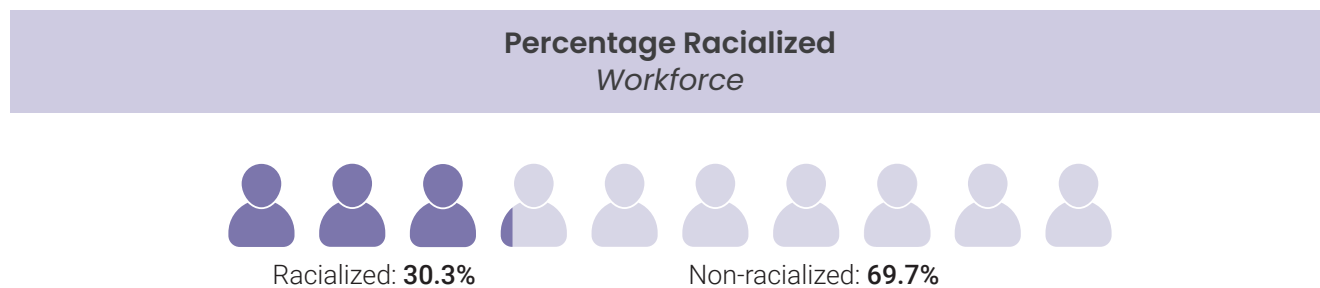
Approximately 36% of the *workforce* survey respondents are single.

Respondents' Family Status
Workforce

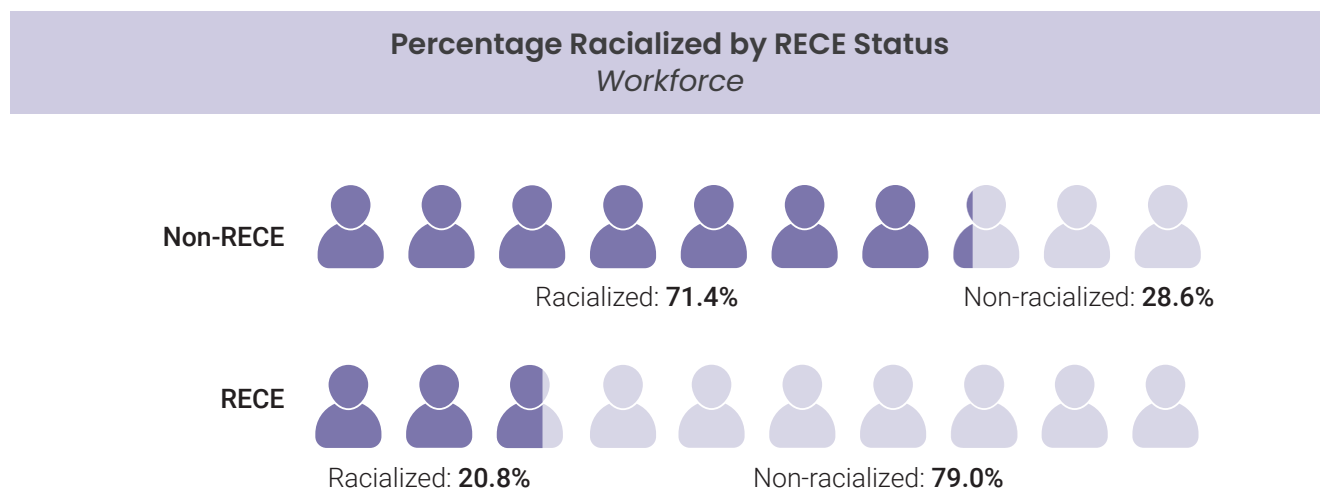


RACIALIZATION

About 30% of the *workforce* sample identify as racialized.



Non-RECEs are much more likely than RECEs to identify as racialized (71.4% compared to 20.8%). This is similar to the province-wide findings, however in Durham this difference is more pronounced.



Compensation

WAGES

Wages of RECEs in Durham are on par with provincial-level findings. RECEs working in for-profit programs have the lowest hourly wages, while those in directly operated programs have the highest. RECEs working in full-day Kindergarten and non-profit programs fall at the midpoint. Almost one-quarter (23.7%) of respondents report having additional employment to supplement their primary wages.

RECE Hourly Wages by Auspice *Workforce*

Auspice	Hourly Wage
For-profit	\$22.50
Non-profit	\$26.30
CMSM/DSSAB*	\$30.50
FDK	\$26.80

Note: FDK = Full-day Kindergarten.

*Interpret with caution due to low sample size.

Reported median director/supervisor wages in Durham are similar to those across provincial participating regions, albeit with a narrower range. The median director/supervisor hourly wage in the overall provincial findings is \$30 per hour, with a minimum of \$18 per hour and a maximum of \$80 per hour. In Durham, the range in hourly wage is from \$27 to \$38 per hour.

Durham Director/Supervisor Wage Range by Position

Position	Average	Minimum	25th percentile	Median	75th percentile	Maximum
Director	\$30.75	\$27.00	\$28.00	\$29.50	\$32.00	\$38.00

BENEFITS

Just over 85% of *workforce* respondents report having access to paid sick days. Almost three-quarters (73.6%) report having extended health benefits, while just over 60% report having a pension or RRSP contributions through their employer. Less than half have access to paid professional learning opportunities (45.1%) or paid programming time (44%) during the workday. Pay increases for obtaining a new credential or degree in early education (8.8%) and tuition assistance (6.6%) are rare.

Percentage of Respondents with Access to Non-Mandatory Benefits *Workforce*



85.7%

Paid sick days



73.6%

Extended health benefits
(e.g., dental, physiotherapy, etc.)



63.7%

Paid bereavement leave



60.4%

Pension benefits or
contributions to an RRSP



45.1%

Paid professional
development



44.0%

Paid programming time
during the workday



42.9%

Paid personal or
mental health days



34.1%

Paid team meeting time
during the workday



17.6%

Parental leave top-up



16.5%

Salary scale with regular
guaranteed increases
reflecting my qualifications,
responsibilities, and seniority



8.8%

Pay increase for obtaining
a new credential or degree
in early childhood education



6.6%

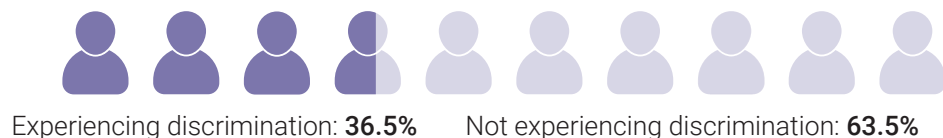
Tuition assistance

Workforce Stability, Stress, and Job Satisfaction

DISCRIMINATION

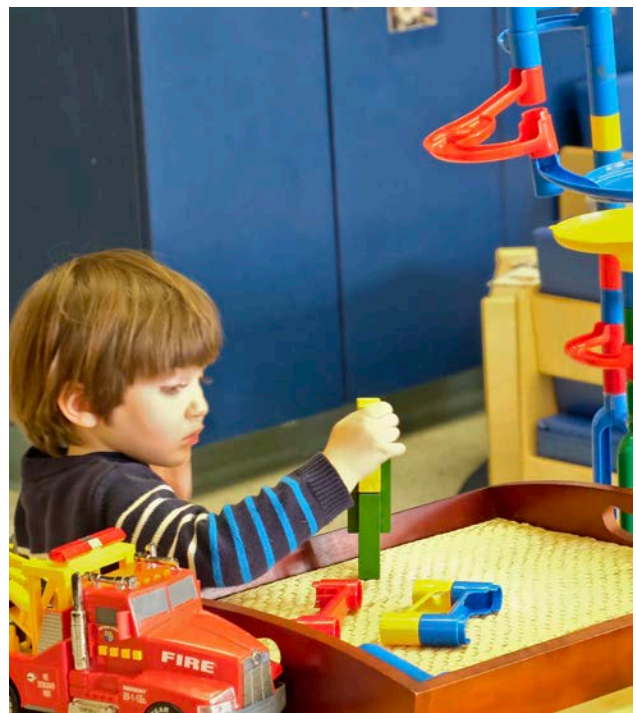
Approximately 36% of *workforce* respondents report having experienced workplace discrimination. The types of discrimination experienced vary, with bullying being the most common (45.7%), followed by education/seniority (42.9%), mental health (37.1%), and racism (31.4%). Note that bullying may involve, or be rooted in, other forms of discrimination (e.g., racism or ageism).

Percentage of Respondents Reporting Experiences of Workplace Discrimination *Workforce*



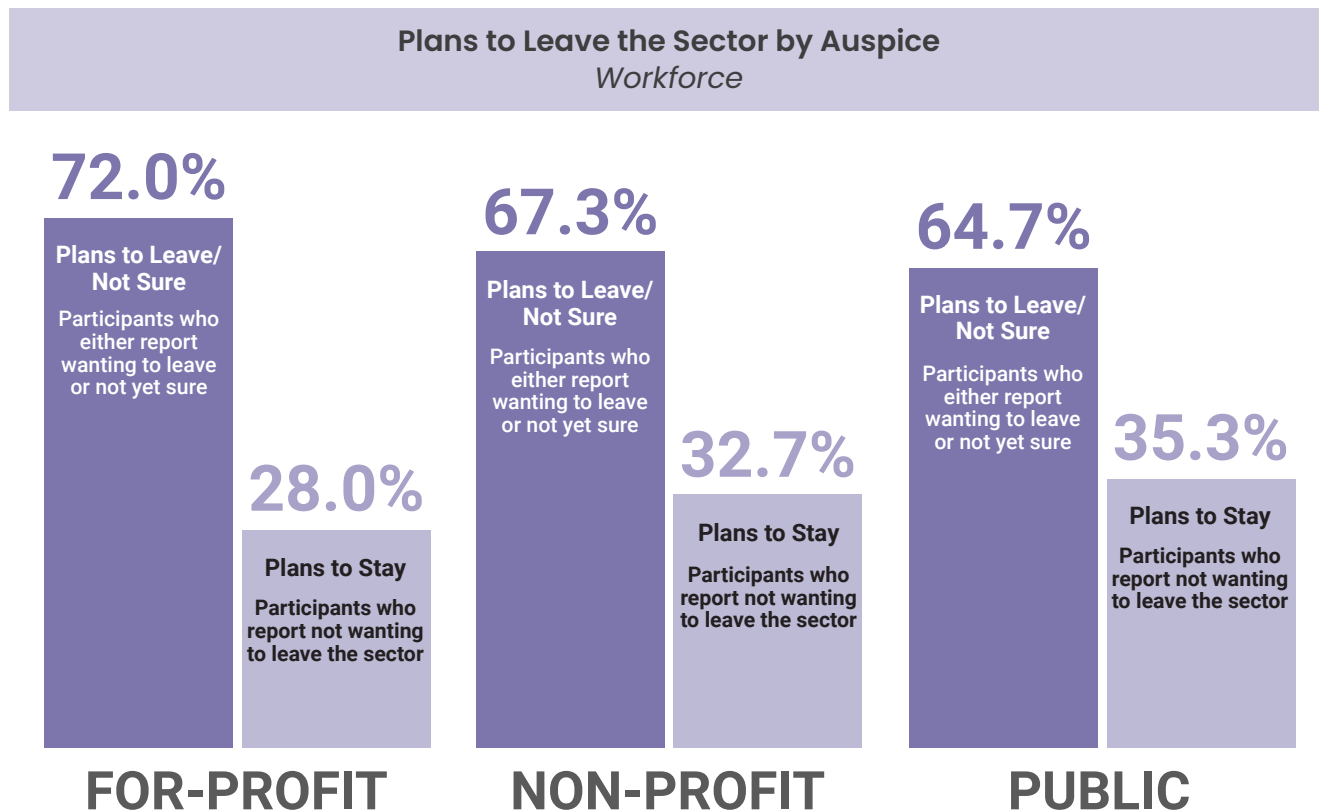
Types of Discrimination *Workforce*

Bullying	45.7%
Education/seniority	42.9%
Mental Health	37.1%
Racism	31.4%
Body prejudice	22.9%
Ageism	20.0%
Ableism	14.3%
Religious belief	5.7%
Sexism	5.7%
Homophobia	5.7%



JOB SATISFACTION

Across all auspices, only 32% of respondents in Durham report plans to stay in the sector over the next five years. Those who work in for-profit programs are more likely to report plans to leave or say they are unsure (72%). About one-third of respondents from non-profit and public programs report they have plans to stay. These findings have important implications for retention strategies.

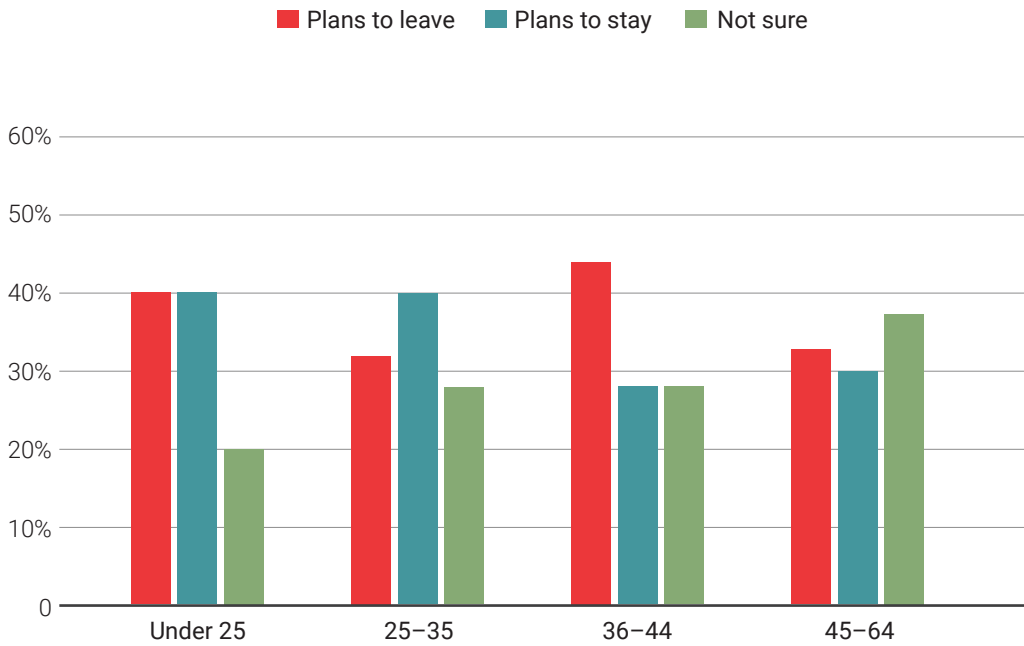




Those between the ages of 36 to 44 years are more likely to report plans to leave the sector (44%). Only 28% of respondents in this age group plan to stay, with another 28% report being unsure. This is of concern as this age group is also likely to have the most experience. Note that those 65+ are not included in these findings as plans for retirement would confound results.

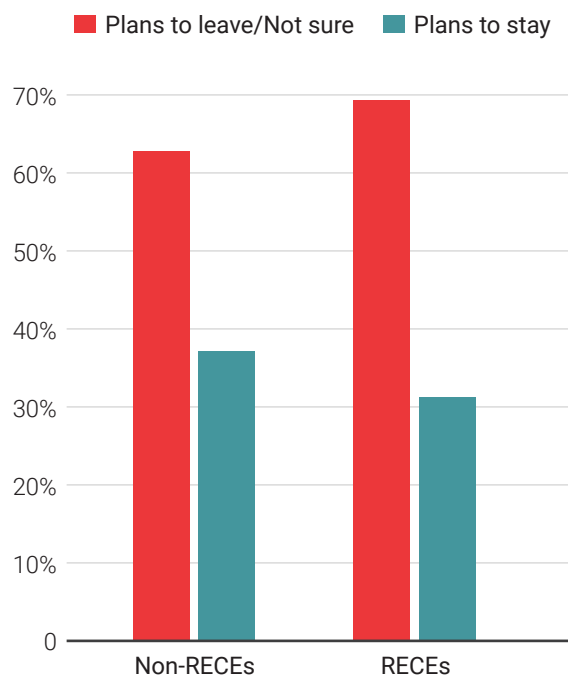
Plans to Leave the Sector by Age of Respondent

Workforce



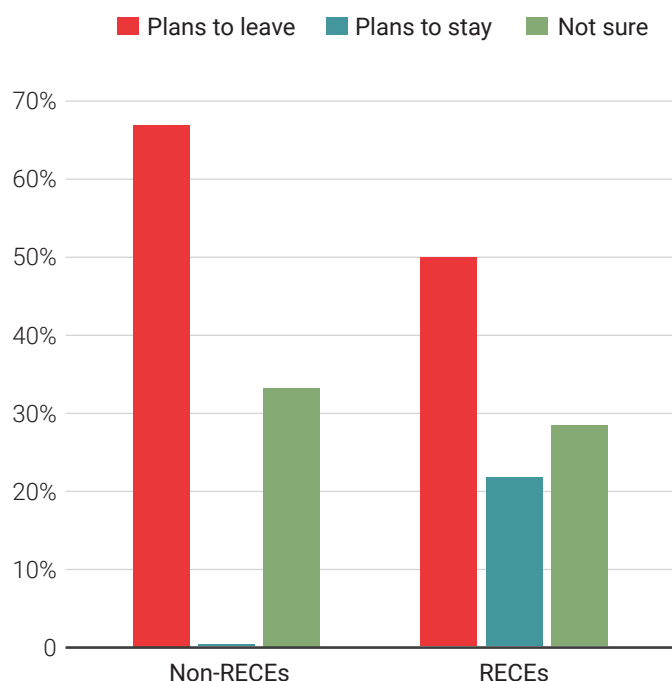
Overall, only 31.3% of RECE respondents in Durham report plans to stay in the sector, with 68.8% either planning to leave or being unsure. Non-RECE are slightly more likely to report plans to stay in the sector (37.5%).

Plans to Leave the Sector by RECE Status *Workforce*



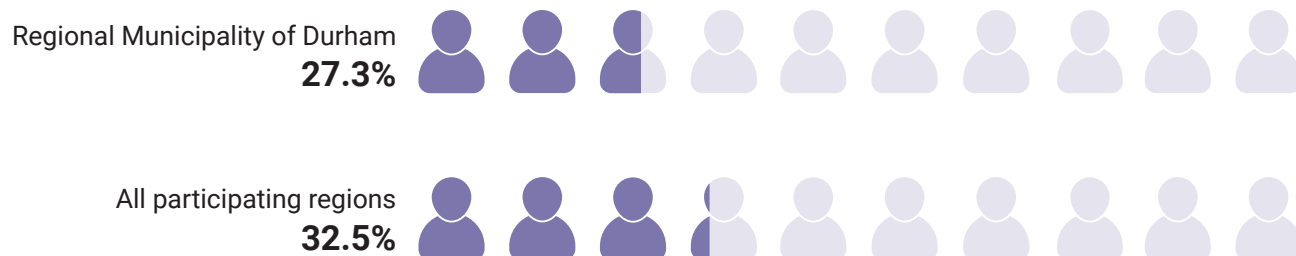
Those who experience discrimination are more likely to report plans to leave the sector in the next five years. Of these, non-RECEs are more likely to report plans to leave compared to RECEs (66.7% versus 50%). This has implications for professional learning and human resource management. More detailed discussion can be found in the [Executive Report](#).

Plans to Leave the Sector by Those Who Experience Workplace Discrimination by RECE Status Workforce



Only 27.3% of director/supervisor respondents in Durham report wanting to stay in the sector compared with 32.5% across all participating regions. Almost 55% state they are unsure about their plans. These findings have implications for retention strategies and investments.

Percentage of Directors/Supervisors with Plans to Stay in the Sector Durham Versus All Participating Regions



WORKPLACE STRESS

Those working within public auspices report the highest levels of stress on a scale of 1 (low stress) to 5 (high stress). In addition, RECEs report higher stress levels than non-RECEs.

Average Level of Stress by Auspice and RECE Status Workforce

(1=low stress; 5=high stress)

Auspice	RECE status		Average across RECE status
	Non-RECE	RECE	
For-profit	3.2	3.8	3.8
Non-profit	3.2	3.7	3.5
Public	3.8	4.0	4.0
Average across auspice	3.1	3.8	3.7

Note: all averages are weighted.

Participants in Durham generally report a low level of job satisfaction. On a scale of 1 (low job satisfaction) to 5 (high job satisfaction), participants' level of satisfaction is 2.5 out of 5. Those in non-profit and public programs report slightly higher levels of job satisfaction. There is no significant difference between the job satisfaction for RECE and non-RECE respondents.

Average Level of Job Satisfaction by Auspice and RECE Status Workforce

(1=low job satisfaction; 5=high job satisfaction)

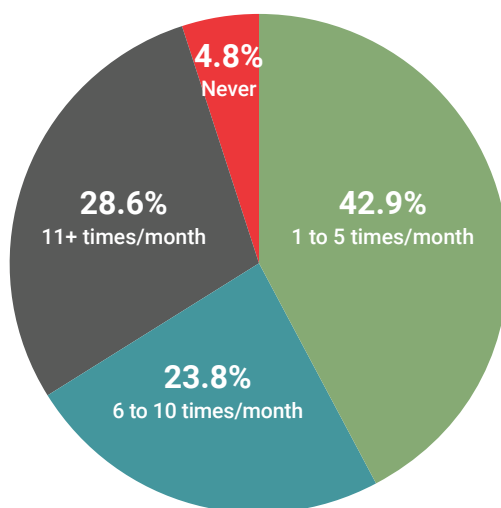
Auspice	RECE status		Average across RECE status
	Non-RECE	RECE	
For-profit	2.3	2.2	2.2
Non-profit	2.5	2.7	2.7
Public	4.3	2.5	2.6
Average across auspice	2.6	2.5	2.5

Note: all averages are weighted.

WORKPLACE STABILITY

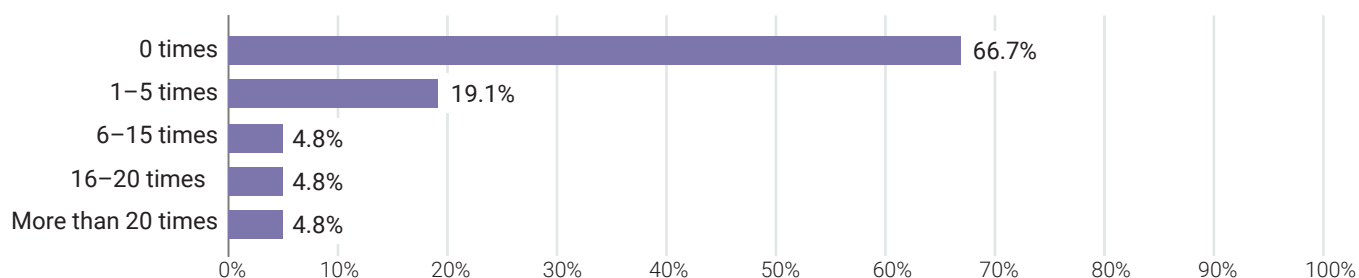
Directors often stand in for absent staff by necessity, taking them away from their leadership and administrative duties. More than half (52.4%) of management staff report having to fill in six or more times per month to maintain ratios, with almost 29% reporting this occurs more than 11 times per month. This is on par with the overall provincial findings.

Number of Times per Month Directors/Supervisors Fill in Ratio



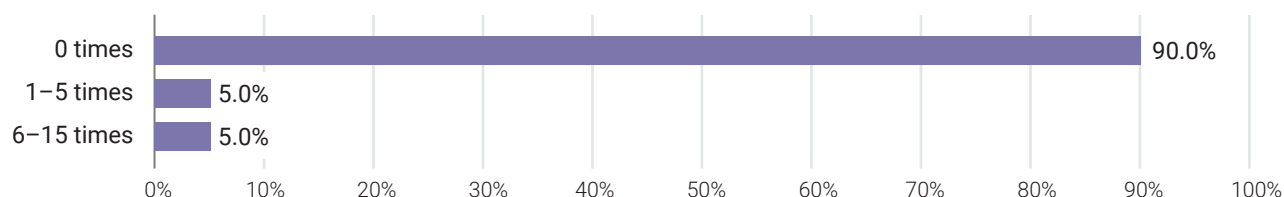
Staff shortages also have deleterious effects on the inclusion of children with disabilities or varying needs. Just over 33% of director/supervisor respondents report they have sent a child(ren) with a disability home due to staffing shortages. This is higher than the overall provincial average of 26.6%.

Percentage Reporting Frequency of Times in the Previous 12 Months Directors/Supervisors Sent Children with Disabilities Home Due to Staffing Shortages



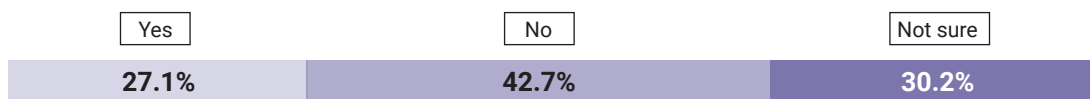
Some 10% of director/supervisor respondents report they have de-enlisted at least one child with a disability from their program in the previous 12 months due to staffing shortages. This is lower than the provincial sample average of 16.5%. Furthermore, 40.9% (compared to 27.3% in provincial findings) report they have refused admission to a child with a disability in the previous 12 months due to workforce shortages. Approximately 5% of respondents have had to deny admission 6 to 15 times in the previous 12 months (data not shown).

Percentage Reporting Frequency of Times in the Previous 12 Months Directors/Supervisors De-enlisted Children with Disabilities Due to Staffing Shortages



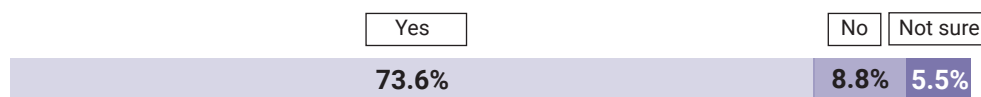
Almost 43% of *workforce* respondents in Durham report they would not recommend a career in the early years to others who are interested. Another 30.2% report they are unsure if they would recommend it as a career.

Percentage of Workforce Respondents Who Recommend a Career in the Early Years



In contrast, almost three-quarters of *workforce* respondents (73.6%) state they would recommend their program to a family member or friend looking for child care.

Percentage of Workforce Respondents Who Recommend Their Early Years Program to a Family Member or Friend



Note: Totals do not add up to 100 due to missing data.

Professional Development

FORMS OF PROFESSIONAL LEARNING

Respondents from the Municipality of Durham report that the most common form of professional learning in the previous 12 months was online delivery (80.4%), followed by self-study (61.9%) and performance reviews (57.7%). Only 13.4% report having ongoing communities of practice, while 14.4% report having taken a course in the previous 12 months.

Although online delivery is the most common form of professional learning received in the previous 12 months, respondents report it is among the least desired format (22.7%), second only to performance reviews (18.6%). Respondents prefer ongoing communities of practice (41.2%), in-person workshops (39.2%), attending conferences (38.1%), structured mentoring (38.1%), and taking courses (39.2%) for their professional learning, all of which are forms of collective learning.

Forms of Professional Learning Received by Region in the Previous 12 Months and Desired Forms of Professional Learning *Workforce*



CONTENT OF PROFESSIONAL LEARNING

Just over half of respondents report receiving training in anti-bias/anti-racism (55.7%) and supporting children with disabilities (50.5%) in the previous 12 months, while just under half received training in cultural diversity (48.5%). In contrast, participants report the least amount of professional learning in supporting newcomer families (18.6%) and incorporating Afrocentric ways of being (20.6%). Census data for the region help contextualize results.

The most wanted professional learning reported is centred around supporting newcomer (45.4%), vulnerable (43.3%), and 2LGBTQIA+ (41.2%) families. Over one-third of respondent also want more professional learning in critical trauma-informed practice (37.1%), Indigenous ways of knowing and being/decolonization (36.1%), incorporating land-based learning (34%), making workplaces more accessible (34%), incorporating Afrocentric ways of being (35.1%), and supporting children with disabilities (34%).

Equity, Diversity, and Inclusion Learning of Respondents in The Regional Municipality of Durham Workforce

In the previous 12 months

